

## **ARTICLE 25**

### **NON-DISCRIMINATION**

The Employer agrees to continue its policy against all forms of illegal discrimination including discrimination with regard to race, creed, color, national origin, gender, age, physical disability, mental disability, height, weight, marital status, religion or political belief. In addition, the Employer agrees not to discriminate on the basis of sexual orientation or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position. This includes policies addressing reasonable accommodation for disabled employees. See Letter of Understanding.

The Union agrees to continue its policy to admit all persons otherwise eligible to membership and to represent all members without regard to race, creed, color, national origin, gender, age, physical disability, mental disability, height, weight, marital status, religion, sexual orientation or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position or political belief.

There shall be no discrimination, interference, restraint, or coercion by the Employer or the Employee Representative against any member because of Union membership or because of any activity permissible under the Civil Service Rules and Regulations and this Agreement.